



Course/Branch : MBA

Subject Name : TALENT MANAGEMENT

Subject Code : KMBNHR01

Semester : III

Max. Marks : 100

Time: 180min

- CO-1 : Knowledge of Talent Management Processes.
 CO-2 : Understanding for analysis of the impacts of Talent management in the organization.
 CO-3 : Competency to implement Talent Management practices.
 CO-4 : Competency to develop leadership qualities among subordinate.
 CO-5 : Knowledge about the reward system to support Talent management.

Section – A# 20 Marks/Short Answer Type Questions)

Attempt ALL the questions. Each Question is of 2 marks (10 x 2 = 20 marks)

Q No.	COx	Question Description # Attempt ALL the questions. Each Question is of 2 marks
1	CO1	Explain the significance of Talent Management. (K2)
a	CO1	What is Talent Management? (K1)
b	CO2	Explain the concept of Talent Acquisition (K2)
c	CO2	Outline the steps in the Employee Retention process. (K2)
d	CO3	Compare Recruitment and Selection processes. (K2)
e	CO3	Define Employee Engagement (K1)
f	CO4	Define Strategic Compensation (K1)
g	CO4	What is Career and Succession Planning? (K1)
h	CO5	What is the importance of Talent Development? (K1)
i	CO5	Illustrate the concept of Talent Management Solutions (K2)
j	CO5	

Section – B# 30 Marks (Long / Medium Answer Type Questions)

Attempt ALL the questions. Each Question is of 6 marks (5 x 6 = 30 marks)

- Q 2 (CO-1): Discuss the concept of Job Analysis and its relevance in Talent Acquisition (K6)
 OR
 Explain Job Description and its role in the recruitment process. (K5)
- Q 3 (CO-2): Elaborate Talent Acquisition and discuss its key processes and strategies. (K6)
 OR
 Discuss the importance of HR Planning in Talent Management and its impact on organizational success. (K6)
- Q 4 (CO-3): Discuss the role of Recruitment and Selection process and its importance in assessment centers. (K6)
 OR
 Elaborate how selection errors occur and discuss methods to minimize these errors in the Recruitment process. (K6)
- Q 5 (CO-4): Explain the significance of Employee Engagement in Talent Management and its impact on organizational performance. (K2)
 OR
 Illustrate how Talent Development can enhance leadership qualities and employee performance. (K2)

- Q 6 (CO-5): Discuss the various factors affecting Employee Retention and their strategic implications. (K6)

OR

Discuss the elements of Strategic Compensation and their role in enhancing employee motivation and engagement? (K6)

Section – C# 50 Marks (Medium / Long Answer Type Questions)

Attempt ALL the questions. Each Question is of 10 marks

- Q 7 (CO-1): Attempt any ONE question. Each question is of 10 marks.
- a. Explain the concept of Talent Management and discuss its importance in building a sustainable competitive advantage for an organization? (K6)
 b. Formulate the concept of Talent Acquisition? Discuss the strategies for attracting and recruiting the best talent for an organization. (K6)
- Q 8 (CO-2): Attempt any ONE question. Each question is of 10 marks.
- a. Explain how HR Planning is integrated with Talent Management processes and managing talent effectively. (K5)
 b. Discuss the Talent Acquisition Model. Explain its components and how it optimizes the recruitment process. (K6)
- Q 9 (CO-3): Attempt any ONE question. Each question is of 10 marks
- a. Discuss the reasons for the success or failure of Talent Management in organizations, considering factors like organizational culture, leadership support, employee engagement, and technology integration. (K6)
 b. Mr. Mishra's company is facing challenges in attracting and retaining top talent. Suggest strategic Talent Management alternatives and outline the implementation process for the best strategy. (K1)
- Q 10 (CO-4): Attempt any ONE question. Each question is of 10 marks
- a. Explain the concept of Employee Retention and its importance with suitable examples. (K5)
 b. Discuss the challenges and best practices in leadership development within the Talent Management framework. (K6)
- Q 11 (CO-5): Attempt any ONE question. Each question is of 10 marks
- a. Discuss the factors affecting Employee Retention and their strategic implications. (K6)
 b. Discuss Talent Management Solutions and discuss their implications for improving organizational performance and growth. (K6)